

# FAIR GO 5

FairGo5™ is a management resource for organisational leaders, including managers and supervisors, designed to assist them to manage and work with people from diverse backgrounds.



diversity inclusion

## HOW IT WORKS

Fair Go 5™ equips managers with the knowledge and skills to work with diverse groups.

Initially designed for a large mining organisation in 2015, the Fair Go 5™ tool is uploaded onto an organisation's Intranet, so that all employees can access the information. It is made up of videos, images, infographics and written content, including practical steps designed to support managers and supervisors to create an inclusive environment for their team.

The Fair Go 5™ tool provides information on the business case for diversity and inclusion, and increases managers' awareness of unconscious bias and how this can impact decisions made at work.

The 5-step tool is then applied to specific areas of diversity such as: People with a disability, First Australians, gender, older workers, gender identity and sexual orientation, and culturally and linguistically diverse persons.

## WHY CHOOSE FAIR GO 5™?

Time and again, diverse organisations are proven to outperform those that lack diversity (eg. greater innovation and improved financial performance). FairGo5™ provides managers with practical information on how to create an inclusive environment and role-model inclusive behaviours, for all people; including actions which are applied to specific target groups ie. women, Aboriginal & Torres Strait Islander people and people with a disability.

## WHO CAN BENEFIT?

While the service is specifically designed with organisational leaders in mind, this inclusive 5-step approach can be applied to all individuals and groups within an organisation. Likewise, when a manager role-models inclusive behaviours, this impacts the culture of their team and the broader organisation.



## Want to know more? Let's chat...

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"We were drawn to FairGo5 as our people can access the tool at any time and it provides them with very practical on the job support to creating an inclusive workplace. FairGo5 is engaging through images, written content, cartoons and videos, catering to all learning styles. We could choose which sections we wanted to deliver, and the order of delivery, to suit the needs of our business."

Heidi Poynter – Head of Learning and Organisational Development Bendigo and Adelaide Bank